



## Yale Undergraduate Career Services 2009-2010 Employment Offers & Acceptances Policy

No incentives (e.g. 'exploding offers') may be offered to induce students to accept offers early. Career Services defines an exploding offer as follows: Any offer that does not afford a candidate the appropriate time as stated in our policy above to either accept or decline and/or that has special incentives attached, e.g., diminishing bonuses and location preferences, for the purposes of inducing early acceptances, including language that asks a candidate if they will accept an offer on the same day it is extended. We suggest that all employers extend offers in writing, and strongly encourage all students to accept or decline in writing. We also advise employers to request official transcripts (with seal) from students before offers are extended.

Students should be given at least until **November 23** to decide whether to accept permanent/full-time job offers that are extended during fall recruiting and **until February 22** to decide whether to accept summer internship and full-time/permanent job offers that are extended during spring recruiting, including offers made via the Yale eRecruiting job posting system. No summer job offers made during fall recruiting may have an acceptance deadline **earlier than February 22**. After February 22, students should be given sufficient time to make rational decisions. If employers make offers to interns at the end of summer, students must be given at least **until November 20** to decide whether to accept, so that they may participate in fall on-campus recruiting. All employers extending offers to Yale students during the On-Campus Interview Program season are expected to abide by these policies.

*Failure to abide by the dates listed above may result in either deferred interview dates or denied access to the recruiting program for one year.*

### Second Round Interviews

Employers, whether recruiting on campus or posting a job on eRecruiting during the On-Campus Interview Program season, **may not** schedule second round interviews *outside of New Haven* on the following dates: October 1, 2, 5, 6, 7, 8, 9, 12, 13, and 14. For spring recruiting employers **may not** schedule second round interviews outside of New Haven on the following dates: January 19, 20, 21, 22, 25, 26, 27, 28, 29, and February 1.

If an organization wishes to conduct second rounds *in New Haven* during these dates you may do so *only after 4:00 pm* at a local facility. Please feel free to choose Saturdays for call backs outside of New Haven.

Students should not be asked to cancel a first round interview at the last minute in order to make a second round interview. We ask that you please be flexible when scheduling times with students.

This policy allows students the opportunity to participate in first round and to attend classes that are critical to their education. This schedule is considerate and allows students the necessary time to make informed decisions.

**NOTE:** Violations of the above policies may result in deferred interview dates or denied access to the recruiting program for one year or more.